DOCUMENT RESUME

ED 364 738 CE 065 299

AUTHOR Tomaskovic-Devey, Donald
TITLE Gender & Racial Inequality at Work: The Sources & Consequences of Job Segregation. Cornell Studies in Industrial and Labor Relations Number 27.
REPORT NO ISBN-0-87546-305-3
PUB DATE 93
NOTE 212p.
AVAILABLE FROM ILR Press, School of Industrial and Labor Relations, Cornell University, Ithaca, NY 14853-3901 (hardcover: ISBN-0-87546-304-5; paperback: ISBN-0-87546-305-3).
PUB TYPE Books (010) -- Viewpoints (Opinion/Position Papers, Essays, etc.) (120)

EDRS PRICE Document Not Available from EDRS.
DESCRIPTORS Adults; *Blacks; Comparable Worth; *Educational Status Comparison; Employment Level; Employment Practices; *Equal Opportunities (Jobs); *Females; Males; Minority Groups; Personnel Integration; Personnel Policy; *Racial Discrimination; Salary Wage Differentials; *Sex Discrimination; Social Status; Tokenism; Whites

ABSTRACT

This book proposes that job-level segregation by sex and race is a fundamentally important source of black-white and male-female inequalities in employment. Drawing on the North Carolina Employment and Health Survey, the first general population survey that measures the gender and racial compositions of jobs, the book explores this thesis in the context of the theory that both labor markets and the organization of work are profoundly influenced by processes of status, closure, and status composition. The first chapter examines this theoretical aspect of job discrimination and defines the terms status, closure, and status composition. Chapter 2 then documents the extent of job segregation and outlines some of its consequences. Chapters 3 and 4 explore the processes that lead to a segregated job structure. Chapters 5 and 6 examine three explanations--human capital, social closure, and status composition--of the processes that produce racial and gender inequalities. Chapter 7 states the major theoretical conclusions of the book; chapter 8 discusses the implications of the study for organizational and public policy. The book includes 35 tables and 11 figures, an appendix discussing methodological issues of the research, a list of 177 references, and an index. (KC)

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